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INFORMATION CIRCULAR

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: REVISED BASE SALARY SCALES FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES AND FOR STAFF IN THE FIELD SERVICE CATEGORY*

1. In section V of resolution 46/191 of 20 December 1991, the General Assembly approved, with effect from 1 March 1992, a revised base salary scale for staff in the Professional and higher categories. This scale reflects the consolidation, on a no-gain no-loss basis, of six multiplier points into the net base salaries in effect under the previous base salary scale, which became effective on 1 March 1991. In the same resolution, the Assembly approved consequential changes in the rates of staff assessment used in conjunction with gross base salaries for staff with neither a dependent spouse nor a dependent child.

2. In accordance with the practice followed on the occasion of previous consolidations of multiplier points into net base salaries, upon implementation of the revised base salary scale, revised post adjustment indices and multipliers will be established by the International Civil Service Commission (ICSC) for all duty stations. The revised multipliers will be determined in such a way as to ensure that the revised net remuneration (base salary plus post adjustment) after consolidation is in line with the existing net remuneration. Changes in post adjustment classification due after 1 March 1992 will be effected on the basis of the movement of the newly consolidated post adjustment indices.

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* Personnel Manual index No. 3110.

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3. As a result of the implementation of the revised base salary scale, effective 1 March 1992 there will be consequential changes in the amounts of the mobility and hardship allowance applicable to staff who are currently in receipt of this allowance.

4. In its sixteenth (1990) annual report to the General Assembly, 1/ ICSC recommended, and the Secretary-General approved, that future adjustments of the salary scale applicable to staff in the Field Service category should be made by reference to adjustments to the salary scale for staff in the Professional and higher categories. Accordingly, the base salary scale for staff in the Field Service category has also been revised, effective 1 March 1992, to reflect: (a) the consolidation of six multiplier points into net base salaries; and (b) the revised rates of staff assessment used in conjunction with gross base salaries for staff with neither a dependent spouse nor a dependent child.

5. The revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category, effective 1 March 1992, showing gross salaries and their net equivalents after the application of staff assessment, are reproduced in annexes I and II to the present circular, respectively. The implementation of these scales will be reflected in the end of March 1992 payroll.

Notes

1/ Official Records of the General Assembly, Forty-fifth Session, Supplement No. 30 (A/45/30), para. 270 (e).

Annex I

SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES SHOWING ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT

(In United States dollars)

Effective 1 March 1992

Level		I	II	III	IV	V	S VI	T VII	E VIII	P IX	X	S XI	XII	XIII	XIV	XV
Under-Secretary-General																
USG	Gross	137 508														
	Net D	81 304														
	Net S	73 003														
Assistant Secretary-General																
ASG	Gross	124 560														
	Net D	74 571														
	Net S	67 436														
Director			*	*	*	*	*									
D-2	Gross	101 163	103 504	105 844	108 183	110 523	112 863									
	Net D	62 405	63 622	64 839	66 055	67 272	68 489									
	Net S	57 375	58 382	59 388	60 394	61 400	62 406									
Principal Officer						*	*	*	*	*						
D-1	Gross	89 026	90 992	92 958	94 923	96 889	98 855	100 837	102 840	104 842						
	Net D	55 984	57 026	58 068	59 109	60 151	61 193	62 235	63 277	64 318						
	Net S	51 673	52 605	53 537	54 469	55 400	56 332	57 235	58 096	58 957						
Senior Officer												*	*	*		
P-5	Gross	78 037	79 783	81 558	83 338	85 117	86 894	88 674	90 453	92 230	94 009	95 789	97 566	99 345		
	Net D	50 140	51 083	52 026	52 969	53 912	54 854	55 797	56 740	57 682	58 625	59 568	60 510	61 453		
	Net S	46 433	47 289	48 133	48 977	49 820	50 663	51 506	52 350	53 192	54 035	54 879	55 721	56 565		
First Officer														*	*	*
P-4	Gross	63 635	65 313	67 015	68 717	70 420	72 122	73 824	75 528	77 230	78 931	80 645	82 383	84 117	85 851	87 587
	Net D	42 349	43 269	44 188	45 107	46 027	46 946	47 865	48 785	49 704	50 623	51 542	52 463	53 382	54 301	55 221
	Net S	39 368	40 198	41 032	41 866	42 701	43 535	44 369	45 204	46 038	46 871	47 701	48 525	49 346	50 168	50 991
Second Officer															*	*
P-3	Gross	51 421	52 937	54 453	56 002	57 573	59 142	60 713	62 284	63 855	65 433	67 031	68 631	70 230	71 830	73 430
	Net D	35 560	36 424	37 288	38 151	39 015	39 878	40 742	41 606	42 470	43 334	44 197	45 061	45 924	46 788	47 652
	Net S	33 227	34 014	34 801	35 582	36 361	37 139	37 919	38 698	39 477	40 257	41 040	41 824	42 608	43 392	44 176
Associate Officer													*			
P-2	Gross	40 903	42 214	43 522	44 832	46 181	47 535	48 891	50 246	51 602	52 956	54 311	55 691			
	Net D	29 483	30 256	31 028	31 801	32 573	33 345	34 118	34 890	35 663	36 435	37 207	37 980			
	Net S	27 679	28 388	29 095	29 804	30 508	31 211	31 914	32 618	33 321	34 024	34 727	35 428			
Assistant Officer																
P-1	Gross	30 638	31 856	33 072	34 290	35 524	36 781	38 041	39 298	40 556	41 815					
	Net D	23 339	24 082	24 824	25 567	26 309	27 051	27 794	28 536	29 278	30 021					
	Net S	22 034	22 718	23 401	24 086	24 768	25 449	26 130	26 810	27 491	28 172					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk for which a two-year period at the preceding step is required.

Annex II

SALARY SCALE FOR THE FIELD SERVICE CATEGORY SHOWING ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT

(In United States dollars)

Effective 1 March 1992

Level		STEP I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
												*	*			
FS-7	Gross	63 173	64 938	66 733	68 528	70 324	72 122	73 920	75 717	77 513	79 309	81 128	82 960			
	Net D	42 095	43 066	44 036	45 005	45 975	46 946	47 917	48 887	49 857	50 827	51 798	52 769			
	Net S	39 139	40 014	40 894	41 774	42 654	43 535	44 416	45 296	46 176	47 056	47 930	48 798			
												*	*			
FS-6	Gross	51 812	53 398	54 984	56 625	58 269	59 913	61 555	63 200	64 842	66 513	68 187	69 859			
	Net D	35 783	36 687	37 591	38 494	39 398	40 302	41 205	42 110	43 013	43 917	44 821	45 724			
	Net S	33 430	34 254	35 077	35 891	36 706	37 522	38 336	39 152	39 967	40 786	41 607	42 426			
FS-5	Gross	43 546	44 853	46 200	47 553	48 907	50 260	51 612	52 967	54 319	55 696	57 100	58 502	59 904		
	Net D	31 042	31 813	32 584	33 355	34 127	34 898	35 669	36 441	37 212	37 983	38 755	39 526	40 297		
	Net S	29 108	29 815	30 518	31 220	31 923	32 625	33 327	34 030	34 732	35 430	36 127	36 822	37 517		
															*	*
FS-4	Gross	37 444	38 531	39 614	40 698	41 783	42 868	43 953	45 039	46 161	47 284	48 407	49 491	50 653	51 775	52 896
	Net D	27 442	28 083	28 722	29 362	30 002	30 642	31 282	31 922	32 562	33 202	33 842	34 460	35 122	35 762	36 401
	Net S	25 807	26 395	26 981	27 568	28 155	28 742	29 329	29 915	30 498	31 080	31 663	32 226	32 829	33 411	33 993
															*	*
FS-3	Gross	32 202	33 095	33 987	34 880	35 797	36 720	37 642	38 566	39 488	40 408	41 332	42 254	43 178	44 100	45 023
	Net D	24 293	24 838	25 382	25 927	26 470	27 015	27 559	28 104	28 648	29 191	29 736	30 280	30 825	31 369	31 913
	Net S	22 913	23 414	23 916	24 418	24 916	25 416	25 914	26 414	26 913	27 411	27 911	28 409	28 909	29 408	29 907
												*	*			
FS-2	Gross	27 833	28 595	29 359	30 125	30 915	31 703	32 454	33 279	34 066	34 856	35 666	36 480			
	Net D	21 585	22 065	22 546	23 026	23 508	23 989	24 447	24 950	25 430	25 912	26 393	26 873			
	Net S	20 414	20 857	21 302	21 745	22 189	22 632	23 054	23 518	23 960	24 404	24 845	25 286			
FS-1	Gross	24 111	24 750	25 410	26 081	26 752	27 424	28 095	28 767	29 438	30 113					
	Net D	19 213	19 635	20 058	20 481	20 904	21 327	21 750	22 173	22 596	23 019					
	Net S	18 218	18 611	19 004	19 394	19 785	20 176	20 566	20 957	21 348	21 739					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk for which a two-year period at the preceding step is required.